United States Army
Soldier Support Institute

Adjutant General School

DIMHRS Readiness eCatalog
Reading Assignments
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eCatalog

This electronic catalog (eCatalog) consists of <u>mandatory</u> and optional reading assignments that describe how the Defense Integrated Military Human Resource System (DIMHRS) will impact human resource (HR) processes.

DIMHRS changes many HR Business Processes (BP) to support Soldiers throughout the entire Army personnel lifecycle. These revised BP details are explained in slide presentations referred to as "Workforce Readiness Packages (WRP)."

DIMHRS is still under development and may be subject to change during the development and testing phases. The packages posted in these pages reflect system information and screen captures as they are known today; but, which may change somewhat prior to implementation.

Throughout your course, your instructors will teach various lessons pertaining to BP that DIMHRS impacts. The lessons in your course are taught showing the "As-Is Process" or how it is currently conducted. However, it is important that you understand the "To-Be Process" or how DIMHRS will conduct the BP once DIMHRS is fielded.

Approximately one week prior to each of the course subjects, you should access the WRP that pertains to that subject and familiarize yourself with the "As-Is" and the "To-Be" BP. At the end of the each lesson, there will be a discussion about how DIMHRS will impact the process.

We also strongly recommend that you access the Work Center Change Packages (WCP), also known as End-to-End (E2E) processes, which explain step-by-step how the process will function in DIMHRS. These optional reading opportunities will further increase your understanding of DIMHRS and its impact on HR.

Using the table of contents beginning on page 1, you can link directly to the WRP and E2E for each particular subject area. As HR Professionals, I charge you to take the initiative to understand how DIMHRS will change the processes that we are responsible for and become a DIMHRS Change Champion for your unit.

All the WRPs can be accessed at the following link:
https://www.hrc.army.mil/site/ArmyDIMHRS/business_process.htm

//Approved//15 May 2008
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Colonel, AG
Commandant

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	Garnishments	Process Garnishments
	Housing Allowances	Process BAH Allowances
	Incapacitation (INCAP) Pay	Process Incapacitation Pay for Reservists
	Incentives / Special Pay	Process Special Pay
	Involuntary Separation Pay	**Not Available**
	Overseas Housing Allowance	Process Overseas Housing Allowances
	Payroll Processing and Certification	**Not Available**
	Payroll Taxes	Process Payroll Taxes
	Payslip	**Not Available**
	Recoupment	**Not Available**
	Saved Pay	**Not Available**
	Savings Bonds	Deduct Savings Bonds
	Special Pay - Health Professionals	Process Special Pay
	Thrift Savings Plan	Process Member Benefits
	Tuition	Manage Tuition Programs
	Not Available	Process Basic Pay
	Not Available	Process Hostile Fire – Location Override
	Not Available	Manage Debt Collection
	Not Available	Automatic Payments
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Deploy-Distribute Module		
Personnel Readiness – Distribution and Assignments	Job Openings	Process Job Requisitions

	Assignments and Transfers	Manage Assignments, Transfers, and Mobilizations
	Budget and Funds Control	**Not Available**
	Checklists	Process Checklists
Personnel Readiness - Nondeployables	**Not Available**	Process Deployment Availability Status
Personnel Readiness – Personnel Accounting and Strength Reporting	**Not Available**	Manage Workforce Planning/Strength Reporting
Develop Module		
Personnel Information Management	Information Analysis and Reporting	**Not Available**
Special Duty	Personnel Reliability Program	Record Certification PRP
RC/NG ONLY	Duty Participation	**Not Available**
RC/NG ONLY	Retirement Points Management	Manage Reserve Retirement Point Accounting
	Maintain Member Career Preferences	Maintain Member Career Preference
	Reclassification	Process Reclassification
	Education and Training	Support Periodic Training Requirements
	Education and Training	Process Document Course or Degree Completion
	Capture Civilian Acquired Skills	Capture Civilian Acquired Skills
Sustain Module		
Awards and Decorations	Individual and Unit Awards	Manage Honors and Awards
Enlisted and Officer Promotions	Centralized Promotions CPT - MG and CW3 - CW5	Manage Centralized Boards
	Centralized Promotions SFC-SGM	Manage Centralized Boards
	Command Boards and Slating	**Not Available**

	Demotions	Process Demotions
	Promotions - Accelerated (Waiver) Advancement to E2 thru E4	Manage Promotions
	Promotions - Automatic Advancement to E2 thru E4	Manage Promotions
	Promotions - Automatic O1 to O2 and WO1 to CW2	Manage Promotions
	Promotions Semi centralized , E5 and E6	Manage Promotions
	Promotions - Schools	**Not Available**
Physical Fitness and Medical Actions	Physical Fitness	Tracking Physical Fitness
	Track Illnesses and Injuries	Track Illness Results & Provide Member Information to PEB
Line of Duty Investigations	Line of Duty	Record Incident and Injuries
Legal Processing	Personnel Restrictions	**Not Available**
	Non-Judicial Punishment & Court Martial	Record Disciplinary Actions
Evaluations	**Not Available**	Process Evaluations
Personnel Actions	Montgomery GI Bill	Process Member Benefits
	Record of Emergency Data (DD Form 93)	Process Member Benefits
	Service Members Group Life Insurance (SGLI)	Process Member Benefits
	Survivors Benefit Plan (SBP)	Process Member Benefits

Transitions Module		
Transitions and Separations	Involuntary Separation/Discharge	Manage Terminations, Discharges, Separations and Retirements
	Voluntary Separation/Discharge	Manage Terminations, Discharges, Separations and Retirements
	Officer Transition	Process Officer Transitions
Structure Module		
Systems Administration (42F)	Security Access	Maintain User Access Security
	Position Table Maintenance and Unit Manning Report	Maintain Position Management and Unit Level Manning Tables
	Table Maintenance	Maintain Department Tables
	Table Maintenance Department Tree Manager	Maintain Department Tables
	Position Table Maintenance - UMR	Maintain Department Tables
	Job Code/Job Family Maintenance	Maintain Job Code/Job Family Tables
	Group Build / Mass Update	Develop Group Build Mass Updates
	Not Available	Maintain Location Maintenance Table
	Not Available	Accomplishments Maintenance
	Not Available	Maintain School Major Tables
	Not Available	Maintain Department Security Tree
	Not Available	Maintain Transactional Data Auditing